

Interview for Surveyor

Name _____

Position _____

How long in this position?

Prior Work Experience?

Please describe your position and work duties?

What type of training did you receive for your current position? How long was the training

Do you feel the training adequately prepared you for your current position & if yes how so? If no – what further needs do you have?

Is your training ongoing?

Can you give me three reasons (or more) why did you choose to work in this position?

Are you satisfied with your current work and position – if yes how so? If no – what would improve your satisfaction?

In what ways does your supervisor recognize your work?

In what ways does your supervisor provide mentoring and training?

Do you know where Idaho ranks with other states related to the number of deficiencies cited on a survey? No _____ Yes ____ Where _____

Do you know where Idaho ranks with other states related to the number of resurvey visits? No ____ Yes ____ Where _____

Do you know the results of the December 2015 Employee Satisfaction Survey? No ____ Yes ____

Are you satisfied with the results? Yes ____ No ____ Where do you feel there could be improvements?

What specific results are you satisfied with or proud of?

How would you rate staff retention on a scale of 1-5 with 1 being the lowest ranking and 5 being the best? 1 ____ 2 ____ 3 ____ 4 ____ 5 ____

Can you provide me with your rationale or other information for this rating?

Please take a look at the following metrics (Idaho Citations Overall and Idaho G Citations as compared to nation and other States), I am interested in your thoughts.

Please summarize for me how appendix P – the survey tasks – are operationalized in Idaho. Average time?

Please summarize for me how revisits and survey tasks related to revisits are operationalized in Idaho. Average time?

**Do you think the amount of citations are evidence of a surveyor's ability? Yes_____ No____
How so?**

Why do you think Idaho ranks so high in revisits?

Overall do you feel the citizens of Idaho are being well cared for in the facilities you have visited? Yes__ No_____ Your rationale? Exceptions?

What improvements can be made in care and services? None__ Improvements:

Do you personally feel you are appreciated and cared for as an employee of this organization? Yes__ No__ What improvements can be made?

Describe the employee grievance process.

**Have you had a grievance. No_____ Yes_____ Was it handled to your satisfaction? Yes_____
_____ No _____ Do you care to elaborate?**

Do you have any questions of me?

Additional Info (QA, are you involved in hiring and QA):